

SWW/SWEE&S – Ecosystem Management and Planning TACTICAL ACTION PLAN

Purpose: To foster coordination between the RPL, RMSL (WBG only), and GPL to communicate existence of technology both upward and downward within the practice, as well as identification of new technology to assist in obtaining more work across practices.

Technical areas: The Ecosystem Management and Planning practice includes the following technical areas:

- Environmental documentation
- Habitat planning and management
 - Ecological restoration
 - Wetlands
 - Aquatic biology
 - Ecological risk assessment
 - NRLAM

Goals: (in coordination with the GPL, RMSL (WBG), and Water Resources RPL)

1. Assist in use of technology to deliver quality work and win new work.
2. Ensure technology transfer to senior and junior staff
3. Seek opportunities to provide full service (engineering and science) and bridge across practices
4. Encourage use of appropriate tools and assess need for new tools
5. Assign/recruit recognized specialist in each technical area
6. Actively support the ecological restoration initiative to be funded by the GPL

Action plan:

1. RPL will work to increase awareness of technology, staff capability, and tools through coordination with RMSL and GPL, as well as visits to major offices.
2. RPL to work with GPL in developing resource directory/EM&P website and public folders for this technology. This site should include key contacts for all technical areas, tools, and existing presentations.
3. RPL, RMSL, and GPL will coordinate review of staffing capabilities for each office (key hires presently identified include a restoration ecologist and a geomorphologist) including the following (in concert with appropriate group leaders):
 - balance between junior and senior staff
 - availability of qualified project managers
 - recognized technologists
 - critical mass to perform projects
 - rain makers to bring in new work
 - recruiting, retention, and mentoring needs

4. RPL, RMSL and GPL will identify key staff and work with other regions to track regulatory developments, which in turn will be forwarded to regional staff.
5. RTM, RMSL, RPL, and GPL will identify a systematic process of identifying appropriate conference attendance, thereby enhancing our image in the marketplace.

Measures of performance:

1. Participate in development of a resource directory/EM&P website that will be initiated by February 15. Upkeep and maintenance will continue through the remainder of the year.
2. Initiate meetings with key office staff to track regulatory developments by end of first quarter.
3. A meeting to assess our EMP capabilities will be held by April. An action plan will be produced.
4. Identification of staff wishing to assist with regulatory changes will be completed by the end of the first quarter.